

**MEMORANDUM OF AGREEMENT  
BY AND BETWEEN  
KING COUNTY  
AND  
INTERNATIONAL BROTHERHOOD OF TEAMSTERS LOCAL 117  
PROFESSIONAL AND TECHNICAL EMPLOYEES UNIT**

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**Subject: Pay Range - Real Property Agent Job Classification**

The parties, King County (the County), and Teamsters Local 117 (the Union), agree as follows:

1. The County recognizes the Union as the exclusive bargaining representative for a Professional and Technical Employees bargaining unit. The bargaining unit includes employees who perform duties related to the management, acquisition and disposal of real property, in the Facilities Management Division of the Department of Executive Services.
2. The County conducted a review of the job class specifications of the employees engaged in real property work. In order to have a common classification system and equitable pay for employees performing similar work in different departments, revised specifications were required to fully describe the range of tasks and accurately define different levels of knowledge and complexity.
3. With the revised class specifications, the County conducted a salary survey to compare the compensation for similar jobs provided by other public employers in the Puget Sound region.
4. The County and the Union have negotiated the effects of the modified classification specifications, and the allocation of bargaining members into the new classifications. The parties agree to the following pay ranges (King County Squared Pay Schedule) which are based on the salary study:

<b>Real Property Agent I</b>	<b>51</b>
<b>Real Property Agent II</b>	<b>55</b>
<b>Real Property Agent III</b>	<b>61</b>
<b>Real Property Agent IV</b>	<b>67</b>
<b>Property Agent Supervisor</b>	<b>71</b>

5. The foregoing classifications and pay ranges constitute a revision of the collective bargaining agreement in effect for the period January 1, 2005 through December 31, 2007,

with respect to the job titles and pay ranges set forth in Addendum A – Facilities Management Division – Department of Executive Services.

6. In consideration of the County's obligations as contained in this agreement, the Union and the employees individually agree that all grievances, complaints, actions and any proceedings that are related to the implementation of the revised job classification series and respective pay ranges, are withdrawn with prejudice as of the effective date of this agreement.
7. Initial step placement of employees on the new range will be effective January 1, 2006, on the closest step that is not a decrease from the employee's January 1, 2006, pay rate on the previous range. Employees who were on Step 10 of the previous pay range in 2005 will advance one additional step on the new range, effective January 1, 2006, as provided in Article 8, Section 8.2 of the collective bargaining agreement.
8. The regular career service employees allocated into the revised job classifications will receive a lump sum payment, the lump sum to be calculated as 2.5 percent of each individual's base pay for 2004 and 2005 as set forth in Addendum B. Career service employees who worked in a position allocated to one of the classifications listed in Paragraph 4 of this agreement, who terminated after January 1, 2004, but before January 1, 2006, will receive the lump sum based on earnings in each of those years up to the date of termination.
9. One term-limited temporary employee will be reallocated to the new job class Real Property Agent IV, and retain the rate of pay in effect on January 1, 2006, for the duration of the term-limited temporary appointment.
10. One temporary employee will retain their current allocation and the rate of pay in effect on January 1, 2006, for the duration of the temporary appointment.
11. One regular career service employee is currently in a job classification paid at square table Range 68, and will be allocated to the Real Property Agent IV classification. This Agreement provides for Real Property Agent IV to be paid at square table Range 67. The employee's compensation will remain at the current 2006 rate on Step 10, Range 68 until a step on Range 67 equals or exceeds the current rate. In mitigation the employee will be paid the amount of four thousand five hundred fifteen dollars and forty cents (\$4,515.40).
12. Sections 7 through 11 above should be implemented consistent with Addenda A and B attached hereto.

13. The parties understand and agree that, as a material change to the existing collective bargaining agreement, this Agreement is subject to adoption by the King County Council. This Agreement becomes effective on its adoption as an ordinance, and remains in effect for the duration of the collective bargaining agreement.

**APPROVED** this \_\_\_\_\_ day of \_\_\_\_\_, 2006

By: \_\_\_\_\_  
King County Executive

International Brotherhood of Teamsters Local 117:

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John A. Williams  
Secretary-Treasurer